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WORKING WOMEN IN NOVA SCOTIA

FALL, 1976

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FOREWORD

This publication is intended as a statistical overview of working women in Nova Scotia. Comparisons, in certain instances, have been made with the Canadian situation. This paper does not begin to cover all aspects of statistics available on working women in Nova Scotia, but it is hoped it provides information of basic interest. All data is readily available from Statistics Canada sources but often the multitude of publications which have to be dealt with makes the effort of obtaining this information difficult for all but those fully familiar with that agency's resource data.

I would like to acknowledge the contribution of Ms. Kathryn Logan, Co-ordinator, Status of Women - Nova Scotia, who suggested that this fact sheet be assembled and for her time in reviewing the initial document. The basic data was gathered by Mr. Geoffrey Clare and edited by Mr. William Steele.

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WORKING WOMEN IN NOVA SCOTIA

INTRODUCTION

Over the last 25 years Nova Scotia's labour force has been experiencing an enormous social change. Women are steadily and dramatically entering the world of paid work. This change, however, has been quantitative only, as women are still crowded into the few low-paying occupations they have traditionally held.

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LABOUR FORCE CHARACTERISTICS*

Nova Scotia's female labour force has increased by 174% over the last 25 years.

WOMEN IN NOVA SCOTIA'S LABOUR FORCE**

June 1951	-	43,000
June 1961	-	58,000
June 1971	-	94,000
May 1976	-	118,000

Correspondingly, the participation rate*** for all Nova Scotia's women over age 15 in the labour force has dramatically increased from 19.9% in 1951, to 24.5% in 1961, to 34.1% in 1971 and finally according to the recent Labour Force Survey, it climbed to 38.7% in May, 1976. This increased labour force participation has in turn increased women's share of the total labour force.

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*The civilian labour force is composed of that portion of the non-institutional or civilian population 15 years of age and over who, during the reference week, were employed or unemployed.

**S.C., 1951, 1961, and 1971 Census of Canada, 1976 from the Labour Force, May - 71-001.

***The participation rate represents the labour force as a percentage of the population 15 years of age and over.

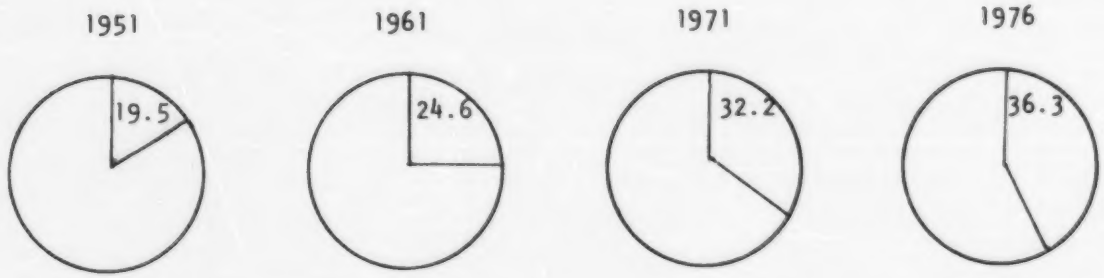
LABOUR FORCE BY SEX, SHOWING PARTICIPATION RATES*

	Population 15 Yrs. & Over			Labour Force			Participation Rate		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	(000's)						%		
1911	326	167	159	172	148	24	52.7	88.7	15.0
1921	346	176	170	184	156	28	53.2	88.4	16.8
1931	346	178	167	180	153	28	52.2	85.5	16.6
1941	409	210	198	214[1]	172[1]	37[1]	52.4[1]	84.3[1]	18.6[1]
				191[2]	154[2]	37[2]	46.6[2]	73.1[2]	18.6[2]
1951	433	218	214	221	178	43	50.9	81.5	19.9
1961	481	243	238	236	178	58	49.3	73.5	24.5
1971	548	273	275	292	198	94	53.3	72.6	34.1

[1]Including persons on Active Service on June 2, 1941.

[2]Excluding persons on Active Service on June 2, 1941.

PERCENTAGE OF WOMEN IN TOTAL LABOUR FORCE**



*S.C., 1961 Census of Canada - 94-501.
S.C., 1971 Census of Canada - 97-704.

**S.C., 1951, 1961 and 1971 Census of Canada - 94-501, 1976 from the Labour Force - 71-001.

UNEMPLOYMENT*

In terms of unemployment rates, women have shown a major change since 1970. At that time 3.6% of women in the labour force were unemployed. However, women's increasing labour force participation has been mirrored by an increased rate of unemployment from the 3.6% in 1970 to 8.7% in 1975. By May, 1976, the rate for women was at 11.3% with the 15-24 year old age group being the hardest hit group at 18.3% unemployment.

PART-TIME WORK**

In 1976, 21.5% of Canadian working women were employed less than 30 hours per week. The percentage of women working part-time has more than doubled in the last 20 years.

1953	-	10.7%
1963	-	19.7%
1976	-	21.5%

In Nova Scotia for May, 1976, 93.7% of men who worked were full-time, while 77.9% of women who worked were full-time. Of all the full-time employees in Nova Scotia, 68.7% are men and 31.3% are women. Correspondingly, of all the part-time employees in Nova Scotia, only 34.0% are men while 66.0% are women.

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*S.C., 71-001. The Labour Force, The Revised Labour Force Survey rates labour force as a percentage of the population 15 years of age and over, rather than 14 years and over in the old survey. This survey is a more thorough investigation of the labour force than the old one, which helps explain why the unemployment rates for women are higher for 1976.

**S.C., 71-001. The Labour Force, 1976.

DEFINITION OF PART-TIME/FULL-TIME

Full-time employment consists of persons who usually work 30 hours or more per week, plus those who ususally work less than 30 hours but consider themselves to be employed on a regular and continuing basis.

Part-time employment consists of all other persons who usually work less than 30 hours per week.

AGE

As would be expected, the highest participation rate* of Nova Scotia's women is in the age group 20-24 years. However, almost half of Nova Scotia's women in their chief child-bearing and child-rearing years (25-54) are in the labour force.

During the past 25 years the major increase in women's work patterns have occurred in the age group 25-44 years where the percentage of women in the labour force has almost tripled, and in the age group 45-64 years where participation has more than doubled.

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*Participation in the labour force is a percentage of the population 15 years of age and over. The participation rate for a particular age group is the labour force in that group as a percentage of the population of the group. Therefore, a female participation rate of 41.4% in the age group 15-19 would indicate that 41.4% of all women in the age group 15-19 years are in the labour force.

FEMALE PARTICIPATION RATES BY AGE FOR NOVA SCOTIA*

	JUNE 1951	JUNE 1961	JUNE 1971	MAY 1976
TOTAL LABOUR FORCE	19.9	24.5	34.5	38.7
AGE				
15-19 years	29.8	28.3	30.7	41.4
20-24 years	40.2	43.0	57.1	68.9
25-34 years	19.5	23.7	38.2	48.0
35-44 years	17.7	24.8	38.0	41.5
45-54 years	17.2	28.2	38.5	41.6
55-64 years	13.7	21.0	30.4	28.4
65 and over	4.9	6.3	7.9	-

MARITAL STATUS**

The participation rate of married women has almost tripled in the last two decades from 8.4% in 1951 to 31.2% in 1971. Correspondingly, the percentage of Nova Scotia's female labour force who are married has risen from 26.2% in 1951 to 57.0% in 1971.

EDUCATION AND TRAINING***

The decade 1961-1971 has shown a dramatic increase in the level of educational attainment of Nova Scotia's labour force, both male and female. The female labour force, however, remains somewhat better educated than the male. Also, Nova Scotia shows a somewhat better result when comparing the female labour force by schooling to the national level. (See Tables.)

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*S.C., 1951, 1961 and 1971 from Census of Canada, 1976 from the Labour Force, May - 71-001.

**S.C., 1961 and 1971 Census of Canada.

***S.C., 1961 and 1971 Census of Canada.

PERCENTAGE OF LABOUR FORCE WITH SOME UNIVERSITY EDUCATION

1961 — Male - 3.8
Female - 5.6

1971 — Male - 7.1
Female - 9.8

FEMALE LABOUR FORCE BY LEVEL OF SCHOOLING*

1971

	Nova Scotia		Canada	
Level of Schooling	Labour Force	% of Total	Labour Force	% of Total
Less than Grade 5	1,400	1.5	85,180	2.8
Grades 5 - 8	13,570	14.5	544,935	17.8
Grades 9 - 11	44,655	47.7	1,132,870	37.1
Grades 12 - 13	19,615	20.9	885,450	29.0
Some University	9,215	9.8	256,315	8.4
University Degrees	5,320	5.7	148,350	4.8

The more educated a woman is, the more likely she is to be in the labour force. Only 19.7% of Nova Scotia women with under Grade 9 education worked; whereas 66.6% of Nova Scotia's female university graduates worked in 1971. For Canada, the figures were 25% of Canadian women under Grade 9 worked; whereas 60.3% university graduates (female) worked in 1971.

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*S.C., 1971 Census of Canada - 94-707.

LABOUR FORCE PARTICIPATION RATES*
BY SEX AND LEVEL OF SCHOOLING
1970-71

	Nova Scotia			Canada		
	Male	Female	Total	Male	Female	Total
Total Labour Force	72.6	34.1	53.3	76.4	39.9	58.0
Less than Grade 9	63.1	19.7	44.6	67.8	25.5	47.3
Grades 9 and 10	72.9	28.4	49.9	74.7	35.9	55.0
Grade 11	79.3	40.1	55.7	78.4	45.7	60.2
Grade 12	81.8	51.1	63.6	84.7	53.4	67.3
Some University	85.5	57.7	71.7	87.5	60.9	75.4
University Degrees	89.8	66.6	81.6	91.1	65.3	82.9

Women university students are concentrated in the general academic programs and training programs for the traditionally female professions. Fully 77% of all female full-time B.A.'s and professional level enrollments are in the Arts and Science, Education, and Nursing fields. As the following figures indicate, few women have penetrated the predominantly male professional fields which is a reflection of the national picture as well as the Nova Scotia scene.

PROFESSION	FEMALES AS % OF TOTAL STUDENTS**	
	N.S.	Canada
Commerce	12.5	9.5
Engineering and Applied Science	1.5	1.4
Law	10.7	14.8
Medicine	14.9	20.3
Theology	9.1	15.9

*S.C., 1971 Census of Canada - 94-707.

**S.C., Education, 1971-72 - 81-204.

Meanwhile, women still dominate the fields which they have historically dominated both at the national level and provincial level.

PROFESSION	FEMALES AS % OF TOTAL STUDENTS*	
	N.S.	Canada
Arts	52.0	45.7
Education	54.0	60.0
Health Profession**	84.7	80.5
Fine Arts	60.0	57.1

During the academic year 1974-75, 7,184 women were attending Nova Scotia universities full-time, 42.4% of the total enrollment. Two thousand, nine hundred sixty women were attending universities part-time, making up 55% of part-time enrollment. For Canada, 132,785 women were attending universities full-time, 26.3% of the total enrollment. The reason for the high differential between Nova Scotia figures and Canada is that the majority of the university training for the Atlantic region is located in Nova Scotia and thus gives the universities of Nova Scotia the advantage of drawing students from the other Atlantic provinces, with Halifax as the biggest centre. The figure at the national level for female part-time enrollment is 48.1%.

Ninety-two point seven percent of Nova Scotia's full-time female college students were enrolled at the undergraduate level; 4.1% at the M.A. level, and 0.4% at the Ph.D. level. This compares with male enrollments of 87.0% at the undergraduate level; 5.1% at the M.A. level and 1.6% at the Ph.D. level. Of more significance, female enrollment made up 44.4% of total enrollment at the undergraduate level. For the post graduate level the figures show a smaller male/female ratio with 37.0% of total enrollment at the M.A. level and only 16.4% at the Ph.D. level.

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*S.C., 81-204.

**Health profession - defined as nursing, social work, dental hygiene, physiotherapy and pharmacy.

SUMMARY ENROLLMENT DATA BY PROVINCE AND REGISTRATION STATUS

1974-75 PERCENTAGE DATA*

	Nova Scotia		Canada	
	Full-time	Part-time	Full-time	Part-time
Level				
Undergraduate	93.9	87.8	90.0	85.2
Graduate	6.1	12.2	10.0	14.8
Sex				
Male	56.3	45.1	58.0	43.7
Female	43.7	54.9	39.2	48.0
Age				
18-24	76.5	22.7	72.9	17.9
Other	15.3	51.4	16.6	59.7
Marital Status				
Single, divorced, widowed	88.8	39.9	85.7	37.5
Married, separated	10.6	57.5	12.7	59.8

INCOME

In Canada, in 1971, there were an estimated 338,000 single parent families, of which 85% were headed by women. Forty-eight percent of female headed single parent families had incomes of less than $4,000, whereas only 23% of male headed single parent families had incomes under $4,000. The medium income of female headed single parent families was 55% of that of male headed single parent families.

Although female headed families, in Canada, in 1971, made up only 7% of all Canadian families, they formed 20% of all Canadian low income families. Forty-four percent of all Canadian female headed families were classified as low income, whereas only 14% of all male headed families were poor.

For Nova Scotia in 1971, there were 166,660 male family heads and 15,065 female family heads. Of these 15,065 females, 8,590 were widowed, 1,340 were divorced, and 835 were separated.

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*S.C., 81-204.

HEAD OF FAMILY BY AGE AND SEX FOR NOVA SCOTIA*

1971

Age of Head	Sex of Head	
	Male	Female
Under 20	605	140
20-24 years	11,325	835
25-34 years	37,305	2,245
35-44 years	34,205	2,710
45-54 years	33,485	3,180
55-64 years	27,480	2,570
65-69 years	8,445	855
70 and over	12,825	2,530
TOTAL	165,660	15,065

As the following statistics indicate, a majority of families which are headed by women live in poverty. These statistics show that in 1971 income levels of families headed by males and females are extremely unequal. Sixty-five point seven percent of female headed families had incomes of less than $5,000 while only 33.3% had incomes above that level. The situation was worse for rural women who, on an average, earn 20% less than women who live in the urban centres of Nova Scotia.

*S.C., 1971 Census of Canada - 93-716.

INCOMES OF FAMILIES WITH MALE AND FEMALE HEADS* FOR NOVA SCOTIA 1971

	TOTAL	MALE		FEMALE	
		166,320		15,190	
$ Under 1,000		2,155	(1.3)	1,940	(12.8)
1,000 - 1,999		5,410	(3.3)	2,130	(14.0)
2,000 - 2,999		11,865	(7.1)	2,540	(16.7)
3,000 - 3,999		14,240	(8.6)	1,900	(12.5)
4,000 - 4,999		14,270	(8.6)	1,475	(9.7)
5,000 - 5,999		15,600	(9.4)	1,260	(8.3)
6,000 - 6,999		16,350	(9.8)	950	(6.4)
7,000 - 7,999		16,160	(9.7)	720	(4.7)
8,000 - 8,999		14,115	(8.5)	545	(3.6)
9,000 - 9,999		11,265	(6.8)	365	(2.4)
10,000 - 11,999		17,190	(10.3)	480	(3.1)
12,000 - 14,999		13,900	(8.4)	405	(2.6)
15,000 - 19,999		8,300	(5.0)	220	(1.4)
20,000 - 24,999		2,580	(1.5)	80	(.5)
$ 25,000 and over		2,620	(1.6)	50	(.3)
AVERAGE		8,166		4,487	
0 - 5,000			(28.9)		(65.7)
$ 5,000 - 25,000			(71.0)		(33.3)

INDIVIDUAL EARNINGS**

In 1973, 70.7% of Nova Scotia's women had an income of less than $4,000, compared with 36.4% of Nova Scotia's men. In the same year only 4.2% of Nova Scotia working women earned over $9,000.

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*S.C., 1971 Census of Canada - 93-724

**S.C., Income distribution by size in Canada - 13-206, for 1973 preliminary estimates only, p.p. 44, 45, 1973 p.p. 14, 15.

The average income for Nova Scotia women was $3,172 while for males it was $6,657, more than 100% greater. This was a difference of $3,485, an increase over the $2,159 difference which existed in 1967 salaries for men and women.

In 1971, Canadian women employed full-time earned an average income of $4,755 and men of $8,573. Women earned 56% of men's earnings.

For Nova Scotia in the same year, women employed full-time earned an average income of $4,085 and men of $6,928. Women earned only 59% of men's earnings. This earnings differential for full-time workers was reflected across occupations in 1971.

AVERAGE INCOME	MEN	WOMEN	FEMALES AS* % OF MALES
Managers & Administrators	$11,451	$6,170	53.9
Government Officials	9,553	4,327	45.3
Clerical	6,271	4,040	64.4
Sales	6,910	2,947	42.6
Service	6,819	2,703	39.6
Processing	5,661	2,919	51.6

*S.C., 1971 Census of Canada - 94-767.

OCCUPATIONS

Traditionally women have been employed in very few occupational areas. This tradition has not changed as in 1971 almost 70% of women were in the professional, technical, clerical, and service occupations.*

OCCUPATION	WOMEN AS % OF TOTAL EMPLOYEES WITHIN EACH OCCUPATION	% OF WOMEN IN EACH OCCUPATION AS A % OF TOTAL LABOUR FORCE
Service	37.2	18.4
Clerical	69.1	29.0
Health	78.2	10.0
Teaching	64.9	9.4
Sales	32.8	10.0

Over half of the persons employed in the typically female occupations (teaching, health, clerical, and service) were women.

FEMALE LABOUR FORCE BY OCCUPATION**

OCCUPATION	% OF WOMEN IN EACH OCCUPATION AS A % OF TOTAL LABOUR FORCE		
	1951	1961	1971
Managerial	4.4	4.1	1.9
Professional and Technical	18.3	20.3	21.3
Clerical	22.2	24.4	29.0
Service	42.4	38.1	28.3

*S.C., 1971 Census of Canada - 94-717.

**S.C., 1951 Census, 1961 Census - 94-503 and 1971 Census 94-717.